



## LEADERING™

Leadering™ is not a course. It is a transformational experience. It is experiential learning. You may experience your true potential and states of operation you never thought possible without ever leaving your chair.

Whether you are an individual, an emerging leader or a world leader, Leadering™ will stretch you beyond your current potential. It will upgrade your functionality. It will rewrite your past, your present, and your future. It will push natural levers within you which will trigger self-sustaining growth processes which will advance your system for the rest of your life. The paradigm shift is just the beginning!

There is so much capacity to transform built into Leadering™ that it is likely you will need to repeat it several times over your lifetime as you advance and are able to absorb what you could not comprehend the previous time.

To complete the paradigm shift, it will take almost 20 hours of audio recordings supported by explanatory figures which themselves are transformative - giving you a more expansive perspective than you have ever experienced - a new understanding how you and the world operate.

Penetrating exercises personalize the paradigm to you so that you operate at full power. Leadering™ is accessible anywhere, anytime, over the internet.

While Leadering™ transforms individuals in a compelling and benevolently addictive way, its real power is in the hands of leaders or individuals who need to maximize and capitalize on massive human systems to accomplish goals.



## COMPANY SOLUTIONS

One Leadering Toolkit for maximizing all human systems:

Leadering™ cultivates the meta-competencies, drives, instincts, and modus operandi of successful leaders, entrepreneurs, innovators, and top performers in individuals and organizations. These ensure better assimilation and use of skills taught in today's leadership development and performance improvement programs.

Leadering™ rewrites today's:

- leading
- leadership development
- entrepreneur development
- innovator development
- organization development
- productivity improvement
- change management
- talent management
- career management, and
- management science

through a single toolkit for maximizing all human systems



## **COMPANY SOLUTIONS** continued

### One Leadering Toolkit for maximizing all human systems:

Leadering™ provides a single toolkit for maximizing human systems. As a result,

- individual and organizational systems are maximized identically
- individuals, emerging leaders, and global leaders operate identically with the same toolkit
- organizations can thus unify from top to bottom into an integrated machinery
- leadership, entrepreneurship, creativity, cognitive strengths, and natural growth processes distribute throughout organizations
- value creation is amplified and accelerated creation

- **Leadering™ upgrades:**  
leading, leadership/entrepreneurship / innovation/organization development, productivity, management science, talent/career/change management
- **Leadering™ provides a unified, more effective culture**  
meta-skills of leaders, entrepreneurs, innovators, high achievers: frontiering, creativity, learning, conceptual skills, big-picture/relational/multi- system thinking
- **Leadering™ generates continuous value creation and upgrade**  
Self-motivating drives, reflexes, growth mechanisms, and methods installed.



## **COMPANY SOLUTIONS** continued

### **A more in-depth look at some Leadering™ corporate solutions:**

- 1. Increasing individual, organizational, and shareholder value:** The paradigm shift and amplification process trigger a life-time of leadership and performance improvements to continuously increase the value of corporate human assets over the longer term.
- 2. A distributed leadership culture:** The uniqueness and profoundness of the Leadering™ experience creates a bond among participants which can launch a corporate community of high-growth leaders.
- 3. A culture of distributed creativity, innovation and frontiering:** Since leadership is about bringing the new into existence which includes creativity and creation, an increase in leader meta-competencies will also increase the creativity quotient of the organization. Leadering™ addresses creativity as both a drive and a meta-competency and increases both by mirroring, extending and capitalizing on nature's creative processes. According to Richard Florida, One of the world's leading social theorists and public intellectuals, a company's most valuable asset is its arsenal of creative thinkers, whose ideas can be turned into valuable products and services. He believes that human creativity is the engine of economic growth. Even if a Leadering™ participant is not by nature creative, they will generate more creative thinking and results after Leadering™ because they learn a new process of bringing the new into existence and penetrating the unknown which capitalizes on nature' creativity.
- 4. A culture of continuous change:** The Leadering™ drives and meta-competencies foster proficiency for and addiction to change, frontiering, learning, growth, achievement, and penetrating the unknown as a way of life. Not only will participants be more compliant to change they are more likely to initiate and lead it.
- 5. Human capital maximization:** In addition to instilling leadership, Leadering™ offers the means to take employees to peak performance individually and *en masse*
- 6. Simultaneous self-directed leadership growth and career management:** The merger of career and leadership meta-competencies so that self-interest drives strengthening as a leader and as a corporate asset. The meta-competencies that Leadering™ generates for leadership also ensure peak performance within one's career. While self-interest may have participants taking advantage of the leader drives and meta-competencies for their own self-interest, leadership amplification will be the result and the company will gain value from an improving asset.
- 7. Improved and expedited organizational learning:** Organizations learn through the experiences of their individual members by encoding experiential learning into organizational norms, routines, policies, doctrines, and procedures. Environmental feedback leads to individual learning, which leads to individual action to change organizational procedures, which leads to change in organizational behavior, which leads to further feedback. Leadering™ accelerates, enhances, and makes addictive as a way of life the learning, growth, and evolution of individuals which in turn improves the learning quotient of the organization.



## COMPANY SOLUTIONS continued

### The Latest Boomer Career Trends indicating the demand for Leadering™

#### Quotes from Newsweek:

*The Boomer Files* by Jerry Adler, November 7, 2005

#### Merrill Lynch New Retirement Survey:

- 81 percent of boomers expect to keep working past 65.
- 56 percent of boomers would like to change careers

**AARP surveys:** >50% have already made at least one major career change. **Dychtwald**, *The Power Years: A User's Guide to the Rest of Your Life*: "You have corporate CEOs who want to be schoolteachers, and marketing managers who'd really rather run a coffee shop, bookkeepers who want to join the Peace Corps."

#### European Study

Over the next two decades, the number of people in the 50–64 age group will increase by 25 percent, while those in the 20–29 year age group will decrease by 20 percent.

#### IBM paper:

- [Addressing the Challenges of an Aging Workforce.](#)
- [Executive Summary](#)

### Relevant Reference Material

Deloitte Research Survey Findings Report, "[It's 2008: Do You Know Where Your Talent Is? Why Acquisition and Retention Strategies Don't Work.](#)"



## **INDIVIDUAL SOLUTIONS**

**One Leadering Toolkit for maximizing all human systems:  
individuals, groups, companies, and countries:**

- **Leadering™ incites rapid transformation**  
through paradigm shifts and quantum leaps
- **Leadering™ launches continuous development**  
through self-motivating drives, reflexes, growth mechanisms and methods installed.
- **Leadering™ allows you to operate beyond your potential**  
by extending your capabilities with those of other human systems and natural internal and external forces.

As a result, Leadering™ offers the perfect career management system. In the Leadering™ community, we call this ReCareering™. The goal is paid peak evolution and maximum lifetime achievement performing at or beyond your potential. There is a Leadering™ career management stream within the Leadering™ community which includes a breakthrough new form of outplacement technology.



## **GLOBAL SOLUTIONS**

**Leadering's Single Toolkit for maximizing all human systems provides breakthrough new solutions for**

- **The Leadership shortage**
  - ▶ increasing volatility
  - ▶ baby boomer retirements start 2008
  
- **The Conceptual skill shortage**
  - ▶ 90% of executive work is conceptual
  - ▶ a conceptual-based economy now
  
- **The Talent shortage**
- **The Productivity demands**
- **The ever-increasing demand for innovation**

Because Leadering™ provides a single toolkit for maximizing human systems, it not only provides the means for unifying corporate cultures around one integrated mode of operation, but can apply to other human systems such as communities, countries, families, and the human race as a whole. Leadering™ offers an entirely new approach to world peace and prosperity.



## LEADERSHIP OUTCOMES

- 1. Leader creation and/or empowerment:** The identity, dynamics, reflexes, meta-competencies and consciousness of a leader are installed and customized to the core character, talents, and life patterns/themes of each participant while capitalizing on external systems and synergies. Leadering™ repositions participants to the only logical foundation upon which to amplify a leader to his/her full power - naturality.
- 2. Leadership impact amplification:** Leadering™ sets up a life-long process of amplification of leadership strength. Leadering™ not only repositions participants to this power base but launches a natural amplification process which not only intensifies this power but promotes advances in functionality to traits found in leaders
- 3. Leader Drives:** Growth continuums for these are initiated for and participants are positioned to continue to evolve along them in a prescribed fashion. Leader drives emerge as a byproduct of Leadering's proprietary paradigm shift, quantum leaps, and new modus operandi. Examples of leader drives augmented by Leadering™ include: frontiering, change, achievement, creativity/creation, adaptation, learning, growth, self-expression and our peak-performance and peak-growth "flow state" to not only improve responsiveness to continuous change but to crave its initiation - the work of the leader.
- 4. Leader Meta-Competencies and Meta-Skills:** Growth continuums for these "enduring competencies" are initiated and participants are positioned to continue to evolve along them in a prescribed fashion. Meta-competencies are systems of knowledge, skills and strategies which make the acquisition of new competencies and the use of available competencies more adaptive and efficient. They are enablers for the use of leadership competencies traditionally taught in leadership development programs.

Leader meta-competencies emerge as a byproduct of Leadering's proprietary paradigm shift, quantum leaps, and new modus operandi. The quintessential byproduct of Leadering™ is a *state of peak evolution* (NOTE: In Leadering™ terminology, *learning* adds information that can be used by your system's existing 'machinery'. *Growth* advances your performance to the full potential of your system's existing 'machinery'. *Evolution* actually upgrades your system's basic 'machinery' so you are functioning at a more powerful level and with more functionality than the original potential of your system.)

Examples of categories of leader meta-competencies resulting from Leadering™ include those relating to learning, knowing, creating, frontiering, accelerated growth, evolution, peak performance, talent-based flow, systems thinking, system-based emotional intelligence, expanding consciousness, expanding self-awareness, expanding self-expression, continuous adaptation and re-optimization and agility, co-evolution with contextual systems, fluidity, informationless decision-making, achievement and advancement by nonlinear quantum leap, and accelerated implementation. Note that Leadering™ advances some elements such as creativity/creation as both a leader drive and a meta-competency.



## **LEADERSHIP OUTCOMES** continued

**5. Mastering the Unknown and the New:** Growth continuums for this specific complex of integrated leader meta-competencies and drives are initiated and participants are positioned to continue to evolve along them in a prescribed fashion. Many of the leader meta-competencies and meta-skills listed above relate to proficiency in

- *penetrating the unknown* (frontiering, learning, growth, informationless decision-making, expanded consciousness, adaptability, agility, knowing, systems thinking) or
- *bringing the unknown* into existence (creation, innovation, creativity, self-expression, achievement, talent-based flow, peak performance)

Given Leadering's premise that if there is no new reality, leadership has not occurred, the complex of drives and meta-competencies surrounding both the expertise in and addiction for penetrating the unknown warrants being signaled out as a Leadering™ outcome.

**6. Leadering™ provides a dynamic leader foundation which can then be refined by classic leader skill and competency training**



# LEADERING™ SOLUTIONS

## A COMPARISON OF TRADITIONAL LEADERSHIP DEVELOPMENT TO LEADERING™

### TRADITIONAL LEADERSHIP DEVELOPMENT

### LEADERING™ PARADIGM SHIFT PROGRAM

1	Leader competencies and skills are taught	A dynamic leader foundation is installed
2	Piecemeal leadership development which teaches unlinked skills and competencies	Holistic leadership development which installs an integrated system of meta-competencies
3	Standalone leader competencies taught	A system of leader meta-competencies installed by paradigm shift
4	Bottom-up building of leaders skill by skill	Top-down release of natural leadership as an extension of an integrated system of dynamics found in all individual and organizational human systems
5	An assimilation of information	An assimilation of dynamics
6	Providing information to be learned	Evolutionary mechanisms and growth continuums are activated
7	Leadership development ends with the program	Mechanisms for future leadership development are installed and launched
8	Either no application of systems thinking or system thinking which is applied to leading only	The application of systems thinking identically to both leading and leadership development. The same systems-based tool kit is used for every system in the Leadering™ paradigm
9	A 'manual' or disciplined approach to leadership development is required	'Automatic' nature-driven leadership development
10	Unmotivated leadership development	Motivated leadership development
11	Generic leadership development	Personalized leadership development
12	Belief engineering expertise plus a belief system upgrade are not provided	A dynamic, event-driven, belief system upgrade process for both leading and leadership development is provided as a foundation for instilling the belief engineering proficiency of natural leaders
13	Skill-by-skill development of conceptual competencies	A holistic installation of a system of conceptual meta-competencies
14	Skill-by-skill development of emotional intelligence competencies	A system of emotional intelligence meta-competencies is installed
15	Skill-by-skill development of learning skills	Learning agility is a byproduct of the paradigm shift of Leadering™
16	Leadership development is about accumulating skills rather than a continuum of progression	Leadership development and natural evolutionary continuums are the same so that natural forces and mechanisms can speed leadership development.
17	Focused on how to do leadership activities	Focused on creating and empowering leaders naturally